



DEPARTMENT OF THE ARMY
HEADQUARTERS, U. S. ARMY GARRISON, FORT BELVOIR
9820 FLAGLER ROAD, SUITE 213
FORT BELVOIR, VIRGINIA 22060-5928

REPLY TO
ATTENTION OF

ANFB-EE (690-700)

18 April 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Commander's Policy Statement on Sexual and Other Unlawful Harassment


1. Applicability: This policy statement applies to all Department of the Army (DA) military personnel, civilian employees, and family members of this command.
2. Proponent: Equal Employment Opportunity (EEO), 805-2006, and Equal Opportunity (EO), 805-2288.
3. I am committed to the goal of a work environment free of any form of unlawful harassment. Commanders, managers, and supervisors must remain cognizant of their responsibilities to prevent this unacceptable conduct, and take immediate and appropriate corrective action when such conduct is present.
4. For many years, a focus has been placed on sexual harassment. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to or rejection of such conduct is made either explicitly or implicitly, a term or condition of a person's job, pay, or career; or (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or (3) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
5. It is important, however, to also emphasize my zero tolerance of any form of unlawful harassment in the workplace which violates federal law, whether the discriminatory treatment is based on sex (whether or not of a sexual nature), race, color, religion, national origin, age of 40 or older, disability, or protected activity under the anti-discrimination statutes. Offensive conduct constitutes harassment if it alters the conditions of the victim's employment, either by culminating in a tangible employment action or by being sufficiently severe or pervasive to create a hostile work environment.
6. Any member of this command who thinks he/she is experiencing sexual, or other unlawful, harassment should make it clear that such behavior is offensive and immediately report it to the appropriate commander/supervisor, EEO/EO official, or Inspector General (IG). I expect all personnel to support my continuing commitment to ensure that unlawful harassment is eliminated at Fort Belvoir.

"EXCELLENCE THROUGH SERVICE"

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7. This memorandum supersedes memorandum dated 16 August 2002, SUBJ:
Garrison Commander's Policy Statement on Sexual Harassment, and will
be permanently posted on unit bulletin boards and in work areas.



THOMAS W. WILLIAMS
COL, AD
Garrison Commander

DISTRIBUTION

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